

## MARGO R. NEWMAN, ESQ.

OCCUPATION: Arbitrator/Mediator

### ADDRESSES:

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410 Glencairn Avenue  
Toronto, Ontario  
Canada M5N 1V3  
(416) 487-2335

### GENERAL EXPERIENCE:

Attorney  
Trial Specialist  
Attorney  
Arbitrator

U. S. Railway Association, 75-76  
National Labor Relations Board, 76-81  
Asher, Gittler, Greenfield, et al, 81-88  
88-Present

### LABOR AND ARBITRATION EXPERIENCE:

#### *ISSUES:*

Absenteeism, Arbitrability, Contract Interp/Appl, Discharge, Discipline, Discrimination (sex, race, handicap), Drug & Alcohol Testing, Higher Level Work & Pay, Holidays & Holiday Pay, Incentive Rates/Standards, Injury Leave, Job Evaluation, Job Posting & Bidding, Layoff, Bumping, Recall, Management Rights, NLRB Deferral Issues, Overtime, Past Practice, Pensions, Performance of Bargaining Unit Work, Reasonable Accommodation, Right to Union Representation, Safety, Scheduling of Work, Seniority, Sick Leave, Transfer, Training, Union Business, Wages, Work Assignments, Work Performance, Work Rules

#### *INDUSTRIES:*

Beverage, Chemical, Construction, Dairy, Federal Sector, Glass, Health Care, Manufacturing, Meat Packing, Public Sector (Municipal and State including Police, Park District, Transit, Board of Education, Mental Health & Developmental Disabilities), Retail Food, Security, Service Industry, Steel, Trucking & Storage

PERMANENT PANELS & LISTINGS : NAA, AAA, FMCS, NMB, ONTARIO MINISTRY  
OF LABOUR, LABOUR CANADA, CTA/ATU, USPS & APWU

### EDUCATION:

BA, History  
JD, Law

University of Michigan, 1971  
George Washington University, 1975

### CERTIFICATIONS:

Teaching New York, 1972  
Law New York, 1976  
Law Illinois, 1981  
Arbitrator Development Program, Ontario, 1992

FEES: \$1200 per day plus expenses. Cancellation fee of one day for hearings cancelled or postponed three weeks or less prior to set date.